

**Shoals Community School Corporation
Collective Bargaining Tentative Agreement Between Shoals Teachers
Association And Shoals Community Schools**

Term of Contract

2 years

Insurance

The Corporation will contribute an additional \$1,500 towards the premium during year 1 of the new contract. They will continue to contribute \$1,500 to the HSA account each year.

Sick Leave

Add: Teachers who have accumulated 90 days in their accumulated sick leave will have the option of selling up to 5 days of sick leave back to the corporation at the end of the school year at the current rate that is being paid to certified substitute teachers. These days would only come from the current year's sick leave days and could not come from accumulated days.

Add: Teachers who have accumulated sick leave days left at retirement may have the option of donating up to 5 of those days to the Sick Leave Bank.

Current: Page 10 - A teacher who is absent for more than four (4) consecutive days from school or more than six (6) days from school in a thirty (30) day period shall provide a doctor's note to their building level principal to verify the necessity for taking the specified number of days.

Change To: A teacher who is absent for more than three (3) consecutive days from school or more than five (5) days from school in a thirty (30) day period shall provide a doctor's note to their building level principal to verify the necessity for taking the specified number of days.

Compensation

Year 1: All teachers receive a \$3,000 increase and move 1 step on the salary schedule

Year 2: All teachers receive a \$2,000 increase and move 1 step on the salary schedule

Dual Credit: A teacher who teaches dual credit classes will receive a \$1,200 stipend (per teacher, not per class) one time per year

ECA: New ECA schedule for 2023-2025 will be a 2.6% increase over all

Shoals Community Schools

Shoals Teachers Association

By: _____
Superintendent

By: _____
Association President

Date: _____

Date: _____